**To: Staff Physicians, APRN, PA, GME Residents and Fellows, Nursing**

**From: Arief A. Suriawinata, MD,** The E. Elizabeth French Professor and Interim Chair Department of Pathology and Laboratory Medicine

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**Date: March 24, 2023**

**RE:** Anatomic Pathology delays in service

**Situation**:

Staffing shortage within Anatomic Pathology has created backlog and delays in service.

**Background**:

Over the past month and a half, our Histology Laboratory has faced several unexpected challenges that we have never experienced before and this situation is relates to the general post-pandemic workforce issue. We had two medical leaves and three traveler contracts that ended earlier than scheduled, along with a hiring freeze on our two open positions.

**Assessment**:

Unexpected staffing shortages at times created a backlog of cases and delays in our service. We understand how frustrating this must have been for the physicians, and we want you to know that we have been actively working to resolve the issue quickly.

**Recommendation**:

To address the issue, we have taken several steps. Our existing staff has been working longer hours (10-12 hours shifts) and weekends, and we have hired new travelers and a permanent staff member. We have also posted and filled the onsite registration position to speed up the sample flow. Additionally, we have released the freeze on our open positions and posted new job openings for a Histotechnologist, two pathology technicians, and a lab assistant. We have also brought back former staff to help with the workload and those who are cross-trained have been helping other positions.

We are doing everything we can to ensure that we get back to normal as soon as possible. We continue to prioritize urgent cases (for example: "rule out tumor, cancer, malignancy"), and will closely monitor while we go through recovery.

**For questions or additional information, please contact:** Anatomic Pathology leadership team at 603-653-3992.